
COUNCIL AND SCHOOL WORKERS



An unfair pay offer, vote to reject

UNISON has launched a consultation for local government members, working in schools and councils to decide whether to accept or reject the final NJC pay offer for 2021.

Despite your courage and sacrifice throughout COVID-19, most council and school workers have only been **offered 1.75%**. With inflation at 3.9%, that's a **real terms pay cut**. The value of local government pay has fallen by a quarter since 2010. UNISON is launching a consultation and strongly recommends members **vote to reject** such an unfair offer.



#FairPayForLG #VoteReject

unison.org.uk/lgpay

The Pay Offer

Most local government staff in England, Wales and Northern Ireland are covered by NJC pay.

Each year UNISON (along with other trade unions) submits an NJC pay claim to the local government employers. The employers respond with a pay offer, and after negotiations, UNISON consults members on the final offer.

We are now consulting members on the final pay offer from the employers:

- A 1.75% pay increase (2.75% was offered to those on the lowest pay grade)
- complete a term time review
- discuss joint guidance on homeworking and mental health
- incorporate statutory provisions on neo-natal leave and pay

UNISON called for a 10% pay rise, which would mean all council and school workers earn a real living wage.

Care workers, refuse collectors, social workers, teaching assistants, street cleaners and so many more have gone above and beyond during the pandemic. They kept communities safe, cared for the most vulnerable, and ensured schools remained open throughout successive lockdowns.

You went out to work, so that others could stay home.



UNISON members have shown how indispensable you are throughout COVID, often putting your own health and safety at risk to continue providing services. This pay offer is far less than you deserve.

The UNISON NJC Committee is clear that discussions with the employers can go no further. If members reject the offer, the next step would be to initiate a ballot for industrial action to attempt to force the employers to make an improved offer.

UNISON is clear – council and school workers deserve a fair and proper pay rise.

We strongly recommend members vote to reject this unfair offer.

What do members need to do?

Your branch will be in touch to ask for your vote. Look out for an email from them.

The exact date your branch will contact you will vary throughout the UK but keep your eyes peeled throughout September.

Most branches will consult members over email – that's why it's so important your membership details are up to date. Make sure you check your email is correct now at www.unison.org.uk/my-unison

It is vital that we get a high turnout. We can only clearly demonstrate what you want to do next if we hear from everyone – every role, every workplace, every pay band.

What happens after consultation?

After the votes from every UNISON branch have been counted, UNISON's NJC Committee will meet to consider the results and we will contact members to let you know what's next.